

Position Description

Title	Specialist AOD & Mental Health Clinician
Business unit	AOD, MH, Carer Services and Tasmania
Location	Danaher Drive, South Morang
Employment type	Full Time, Maximum Term
Reports to	Manager, Catalyst Programs

About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We've been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We're there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We're proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land.

We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

Our purpose: To inspire people, enliven communities and confront injustice

Our values: We are imaginative, respectful, compassionate and bold

1. Position purpose

The Specialist AOD/MH Clinician will work as part of a multidisciplinary, recovery-focused team inclusive of MH Clinicians, AOD Clinicians, Peer Workers, Family Workers, LGBTIQ+ workers, Social and Emotional Wellbeing Workers. This role will support a case load of guests with complex needs experiencing co-occurring mental ill health and problematic substance use. In this role you will build capacity by providing secondary consultations and guidance in dual diagnosis clinical and wellbeing interventions. As part of a project team, the Specialist clinician will feed into research and evaluation through practice examples that identify system challenges and barriers for consumers.

2. Scope

Budget: nil

People: nil

3. Relationships

Internal

- Leadership at Whittlesea Local

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- NEAMI Project Team
- Uniting AOD services
- Whittlesea Local clinical and peer staff
- Leadership, Uniting AOD

External

- Other AOD services
- MH clinical and community agencies
- Housing services
- Family violence services
- Other community support agencies

4. Key responsibility areas

Service Delivery

- Engage guests and develop trusting and professional relationships.
- Provide comprehensive assessment and collaborative treatment plans for a small case load of guests with co-occurring and complex mental health and AOD presentations.
- Engage guests, using a trauma informed, strengths-based, and recovery focused approach to complete a comprehensive mental health and AOD assessment to determine level of care and develop collaborative care plans with guests.
- Provide a range of clinical interventions according to guests MH and AOD presenting issues. This may include brief intervention, motivational interviewing, de-escalation strategies, and evidence based psychological strategies to individuals and their families/supports as needed, with the aim to motivate guests in treatment.
- Provide regular secondary consultation to the team in relation to guests experiencing co-occurring Mental Health and AOD issues, providing guidance around assessment, treatment and care planning, clinical and wellbeing interventions, and system navigation.
- Engage and maintain stakeholder relationships with specialist AOD services, supporting referral to appropriate specialist services and assist guests to exit from the service on achievement of treatment their goals.

Service Development

- Identify emerging trends, needs and gaps in service delivery and practice issues, and use this knowledge to initiate and contribute to the development of relevant policies, protocols and procedures.
- Actively participate in the assessment, planning, implementation, and evaluation of the Service.
- Participate as a member of the project team to review practice and systems that support or act as barriers for guests experiencing co-occurring MH and AOD complexities.
- Ensure the service is provided in a manner which is accessible to CALD, LGBTIQ+, and First Nations community members, and contribute to the development and implementation of strategies to monitor and review the level of accessibility.
- Undertake projects that contribute to the overall development of the service.

Building Capacity

- Improve the quality and consistency of AOD and MH related information, assessment and interventions.
- Develop the capacity in the relevant MH and AOD workforce to work effectively with complex co-occurring issues, including secondary consultation and identifying the need for, participation in, and/or delivery of relevant training and professional development activities.

Legal requirements & risk management

- Ensure all legal, funder and statutory requirements pertaining to the position are met including serious incidents, reportable conduct, and mandatory reporting (child safety).
- Foster a culture where risks are identified and appropriately managed.

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- Report areas of serious risk to next level supervisor and work together to mitigate those risks.

Personal accountability

- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to line management
- Attend mandatory training sessions (i.e. equal employment opportunity, health, and safety) and mandatory training specific to position.
- Declare anything that you become aware of through the course of your engagement which may impede your suitability to work with children and/or young people.
- Declare any potential or actual conflict of interest that you become aware of through the course of your engagement:
 - Based on a relationship with a current member of Uniting's workforce
 - Based on my ongoing work with another organization

5. Person specification

Qualifications

- Relevant health and or welfare Tertiary Qualification such as Social Work, Psychology, Nursing or Allied Health Sciences.
- Certificate IV in AOD or have completed the core competencies, or ability to complete within 24 months.

Experience

- Significant and extensive demonstrated experience working with dual diagnosis consumers in both AOD and Mental Health settings.
- Experience in providing clinical assessments and interventions with drug and alcohol issues and mental health consumers.
- Demonstrated experience coordinating the design, implementation and review of program activities.
- Experience working as a member of a multi- disciplinary team with the ability to inspire and facilitate team commitment and cooperation.
- Demonstrated experience in preparation of reports with recommendations.
- Demonstrated ability to form and nurture partnerships with government and non-government mental health, AOD, emergency and community service providers.

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
- Commitment to high quality care and ability to work effectively with clients with co-occurring mental health and AOD issues within a harm minimisation framework.
- Strong stakeholder management skills and capacity to develop collaborative and productive working relationships with service providers and stakeholders.

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- Highly developed time management and organisational skills.
- Highly developed communication, written and conflict resolution skills.
- Ability to identify gaps or barriers and influence change.
- Capacity to maintain file records and data collection processes as required.
- Knowledge of local services particularly relevant to designated program area.
- Demonstrated commitment to appropriate supervision and professional development.
- Current Victorian Driver's License.

6. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working With Children Check (and NDIS Worker Screening Check where relevant) to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.

7. Acknowledgement

I have read, understood, and accepted the above Position Description

Employee

Name:

Signature:

Date: